



Missouri Woman

Missouri women achieving their full potential

Spring 2001

Women of Missouri Participate in History

The Beginning

As recently as the 1970's, women's history was virtually an unimportant topic in the U.S. To address this situation, the Education Taskforce of Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration in 1978.

The Entire Month of March

In 1987, the National Women's History Project petitioned Congress to expand the national celebration to the entire month of March. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both houses of Congress. Each year, programs and activities in schools, workplaces, and communities have become more extensive as information and program ideas have been developed and shared.

Growing Interest in Women's History

The popularity of women's history celebrations has sparked a new interest in uncovering women's forgotten heritage. President Clinton's Commission on the Celebration of Women in History in America recently sponsored hearings in many sections of the country. It took reports about effective activities and institutions that are promoting women's history awareness and heard recommendations for programs still needed. The Women's Progress Commission will soon begin hearings to ascertain appropriate methods for identifying and then preserving sites of importance for American women's history.



Missouri's Role

The Missouri Women's Council, together with the State Museum of the Department of Natural Resources, is currently working on the museum display that will take place beginning March, 2002 in the Capital Rotunda Museum.

This display will pay tribute to the great women of Missouri who were "The Exception to the Rule". The exhibit is planned to commemorate those outstanding women whose fortitude, persistence, and judgment led them to enter and succeed in occupations that were formerly the domain of men.

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From the Executive Director . . .

Dear Friends,

What makes a great office? a great small business? a great corporate leader? You can bet that it no longer is the command and control style of leadership. Nowadays, top women executives like their male counterparts have to draw on a wide range of skills. Let's take a look at some of these:

Economic Transformation

The next generation of leaders is going to have to read external economic factors and help their staff and partners translate them into a vision. A vision is not about lofty ideals but about continuously re-directing the focus with innovative ideas, energy, and enthusiasm.

Re-inventing Rules

There are no more stereotypes of leadership – the person who has the information holds the power in today's fast paced, ever-changing environment. A successful leader encourages talented people to develop and contribute to the vision.

The Risk

Taking risks even when you are risk-averse and setting the atmosphere for partners and staff to do so without fear of punishment is critical to success.

The Personal Touch

E-mail, voice mail, etc. can keep you at arms length from people. Nothing takes the place of personal contact – a quick phone call, a compliment that you mean, a lunch where you pick up the check (and don't always charge it to the office), and a hand-penned note – glue people and contacts to you. It is very easy to let electronics keep you from really relating!

When Everyone Else Gives Up

If you can truly see that something can work (after careful assessment), new women leaders can use bold strokes through financial judgments and exceptional customer service.

Making Tough Calls

Real winners have the self confidence to make the tough calls and don't wimp out. This includes staying steady in the wind of opposition.

What Women Can Do Best

Women can be very sympathetic listeners, follow through on great customer service and give as much credit and opportunity to staff and partners as to themselves.

So if you feel inclined to be a superior new-age leader, I want to invite you to the best career conference ever. This year our 4th Annual Governor's Economic Summit for Working Women will be held in Columbia, Missouri for 2 days on April 25-26 and has more in-depth information than ever before. You can call us at 573-751-0810 or download information from our website at www.womenscouncil.org. Don't miss this great opportunity! The registration fee of \$65 includes a reception with a business comedian, a dynamic keynote speaker, and breakfast and lunch. This year we are calling it ***Spring Forward*** and we guarantee with the information presented there – you will! (See Page 5 for additional information.)

As ever, don't forget our Resource and Referral Center at 573-751-0810 – connecting you to the information you need.

With friendship,



Gale Kessler
Executive Director



Publications Update

Missouri Career Centers Fact Sheet

The updated Missouri Career Centers Fact Sheet provides individuals and businesses with information on training, education, and employment programs across the State. The Fact Sheet contains various services, eligibility facts and Local Workforce Investment Areas available to help you in your employment search.

Women-Owned Business Fact Sheet

The updated Women-Owned Business Fact Sheet provides Missouri women with the opportunity to see how women-owned businesses compare to men-owned businesses. The Fact Sheet contains information on the national level as well as within the State of Missouri.

Women In Technology Fact Sheet

The new Women In Technology Fact Sheet provides Missouri women with statistics on non-traditional careers as in science and engineering fields.

Business Resource Directory

The updated and expanded Business Resource Directory serves as an essential resource for Missouri's working women. It contains various listings such as women's business organizations, educational institutions, and government agency information serving women in the business arena.

The Missouri Self-Sufficiency Standard: Necessary Wages for Essential Needs

The Self-Sufficiency Standard (SSS) specifies the amount of income needed for a family to meet its basic needs without using public assistance. It is an overall view that considers family size and composition, as well as location, and is calculated by using real costs associated with basic needs for survival such as housing and food.

Download copies of these publications on our website at www.womenscouncil.org.

For a copy of this and all publications, please contact the Missouri Women's Council toll-free at 1-877-426-9284.

Our Global Sisters



- Permanent Human Rights Commission Chairperson, Lombe Chibesakunda, in the African country of Zambia, publicly stated that “Women in Zambia have continued to be under-represented at all levels of decision making in government and other institutions in the communities.” While Zambian women constitute over half of the population and the majority of the voting population, less than 10% of Zambian women participate in the political decision making process. Chibesakunda cited several factors that contribute to the under-representation including low education, negative traditional attitudes, stereotypes by society, women's weak socioeconomic status, inadequate skills and limited access to productive resources.
- On October 31, 2000, the United Nations Security Council unanimously passed a resolution on Women, Peace and Security. The resolution calls for gender sensitivity in all UN missions and for equal participation for women in conflict and peace negotiations. The resolution reconfirms that women and children are those most adversely affected by armed conflict, including those living as refugees and internally displaced persons. It also calls for special measures to be taken to protect women and girls from gender-based violence and other forms of violence in situations of armed conflict.
- Estimates indicate that at least 50,000 women are brought into the United States for sexual exploitation alone and internationally over 700,000 women and girls are forced into sexual slavery. Lured by promises of a better life, job opportunities and escape from economically depressed areas, women from South Asia and Eastern Europe respond to advertisements promising work either as waitresses, barmaids, or child sitters abroad that turn out to be employment in the sex trade.

Media Resources: The Observer 12 November 2000, Dawn Newsgroup 12 November 2000, and Feminist News Wire.

Missouri Occupations that Employ 75% or More Women

Arts and Communications

| | Hourly/Annual |
|---------------------------------|------------------|
| Dancers and Choreographers..... | \$14.71/\$30,590 |

Business, Management and Technology

| | |
|--|------------------|
| Administrative Support Occupations..... | \$11.16/\$23,210 |
| Bank Tellers | \$7.80/\$16,220 |
| Bill and Account Collectors..... | \$10.74/\$22,339 |
| Billing Cost/Rate Clerks..... | \$10.58/\$22,000 |
| Billing, Posting & Calculating Machine Ops | \$10.02/\$20,850 |
| Bookkeepers and Accounting Clerks..... | \$10.64/\$22,130 |
| Cashiers..... | \$6.92/\$14,400 |
| Correspondence Clerks | \$10.78/\$22,410 |
| Data Entry | \$9.07/\$18,860 |
| File Clerks..... | \$8.09/\$16,820 |
| General Office Clerks | \$9.45/\$19,650 |
| Legal Assistants | \$12.81/\$26,640 |
| Payroll and Timekeeping Clerks..... | \$11.51/\$23,940 |
| Personnel Clerks, Except Payroll | \$11.88/\$24,700 |
| Proofreaders/Copy Markers..... | \$8.98/\$18,690 |
| Receptionists/Information Clerks | \$8.42/\$17,520 |
| Sales Workers, Retail..... | \$9.03/\$18,740 |
| Secretaries, Except Legal..... | \$10.60/\$22,060 |
| Stenographers..... | \$9.72/\$20,220 |
| Switchboard Operators | \$8.96/\$18,630 |
| Typists | \$9.92/\$20,630 |

Health Services

| | |
|--|------------------|
| Clinical Laboratory Technologists..... | \$17.40/\$36,190 |
| Clinical Laboratory Technicians..... | \$12.19/\$25,360 |
| Dental Assistants..... | \$10.02/\$20,850 |
| Dental Hygienists..... | \$19.36/\$40,270 |
| Licensed Practical Nurses..... | \$11.86/\$24,660 |
| Nursing Aides and Orderlies..... | \$7.20/\$15,140 |
| Occupational Therapists | \$22.96/\$47,750 |
| Physical Therapists | \$25.20/\$52,410 |
| Radiological Technologists..... | \$15.56/\$32,270 |
| Registered Nurses | \$18.41/\$38,300 |
| Speech Pathologists/Audiologists..... | \$19.33/\$40,200 |

Human Services

| | |
|--|------------------|
| Child Care Workers | \$6.77/\$14,080 |
| Cosmetologists..... | \$7.83/\$16,280 |
| Dietitians and Nutritionists | \$14.00/\$29,130 |
| Hotel Clerks | \$7.09/\$14,750 |
| Librarians | \$17.33/\$36,050 |
| Maids and Housekeepers | \$6.65/\$13,830 |
| Recreation Workers..... | \$8.74/\$13,830 |
| Social Workers, Medical..... | \$15.68/\$32,620 |
| Teacher Aides and Educational Assistants.... | \$7.01/\$14,580 |
| Teachers, Elementary School..... | \$29,990 |
| Teachers, Health..... | \$38,220 |
| Teachers, Preschool | \$7.80/\$16,220 |
| Transport, Ticket and Reservation Agents.... | \$10.61/\$22,070 |
| Waiters and Waitresses | \$6.04/\$12,560 |
| Welfare Eligibility Workers | \$22.24/\$46,260 |

Industrial and Engineering Technology

| | |
|---|------------------|
| Typesetters and Compositors | \$12.01/\$24,990 |
| Sewers, Hand | \$8.23/\$17,120 |
| Sewing Machine Operators, Garment | \$7.29/\$15,190 |
| Sewing Machine Operators, Non-Garment ... | \$7.62/\$15,860 |
| Precision Shoe and Leather Workers..... | \$8.74/\$17,620 |

Natural Resources/Agriculture

| | |
|------------------------------------|-----------------|
| Animal Caretakers Except Farm..... | \$8.03/\$16,700 |
|------------------------------------|-----------------|

Sources

Project ENTER used by the U.S. Bureau of the Census (1990 EEO S1 File)

Wages

The hourly wages are taken from 1996 data compiled by the Missouri Occupational Information Coordinating Committee.

The median wage obtained for the Occupational Outlook Handbook (1996-97 edition), published by the U.S. Department of Labor and Bureau of Labor Statistics.

Note: These wages are listed for comparison purposes only. Wages vary tremendously depending on where you live in Missouri. Contact your school counselor for the most current, up-to-date wage information.

Did You Know?

Six in ten women participate in the labor force.

In 1999, the proportion of women aged 16 and over in the labor force was 60.2%, compared with 73.8% for men. The lower labor force participation of women is attributable in part to a greater concentration of women at the older ages. In 1999, over half (72.5%) of women aged 15 and over worked in four occupational groups: administrative support (including clerical) 23.7%, professional specialty 17.8%, service workers (except private households) 16.7%, and executive, administrators and managerial 14.3%.

Even though women have made progress in entering occupations predominately held by men (especially executive and professional specialty occupations), the majority of women are still in traditional "female" occupations. Women continue to be over-represented in administrative support and service occupations and underrepresented in precision production, craft, and repair occupations, as well as the transportation and material moving occupations. For example, 79.3% of the 18.6 million people involved in administrative support (including clerical) were female, and 95.5% of the 859,000 people who were employed as service workers in private households were female.

Source: U.S. Census Bureau

4th Annual Governor's Economic Summit for Working Women

We Want Everywoman!



This is
THE CONFERENCE
You Cannot Afford to Miss!

The conference registration fee is \$65, which includes an evening reception with a hilarious business comedian on the 25th, a continental breakfast in the Exhibit Hall and a superb luncheon with a dynamic speaker/author on the 26th, admission to the general and breakout sessions on both the 25th and 26th, and access to over 40 vendors in our Working Women's Exhibit Hall!

Give Yourself the Resources, Knowledge, and the Technology that will Help You Prosper!

Business Development and Expansion
Personal and Business Financial Management
Information Technology

By Popular Demand...

You've asked for it and we've delivered – two days of outstanding speakers and dynamic breakout sessions, including...

Recruitment and Retention of Employees

Fundamentals of Starting a Business

E-Commerce Strategies

Web Marketing

Taking Control of Your Financial Future

Marketing

Tax Credit Financing

Business Valuations ... Methods for Increasing
Value and Succession Planning

Smart Women Finish Rich

Women and Investing

Techniques for Succeeding in Business

Making the Life of Your Dreams a Reality

Procurement

Pensions

Minority Business Development

Pricing Products and Services Profitably

April 25 - 26, 2001

Holiday Inn Select Executive Center, Columbia, Missouri

Invest in these days – Succeed for Years



For additional information, please contact:

The Missouri Women's Council

PO Box 1684, 421 East Dunklin Street

Jefferson City, Missouri 65102

Toll Free: (877) 426-9284 (573) 751-0810 Fax: (573) 751-8835

wcouncil@mail.state.mo.us www.womenscouncil.org



Why Women are so Vulnerable to Stress

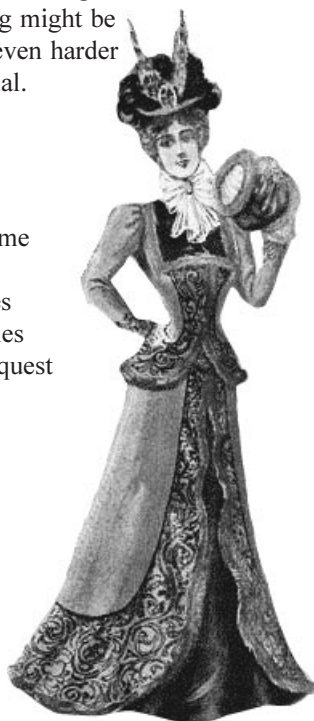
While it is true that men may face more immediate life-threatening occupational hazards, women appear more vulnerable to stress-induced illnesses for a variety of reasons. First, they are socialized to being caretakers, and as such they almost automatically take on responsibilities that men might not even consider. This alone adds to the stress load they carry. Second, women as a whole are less likely to be in positions of power and are not as able to control what's going on in their environment as most men. If you can't say no, the stress you feel can be doubly disastrous because you don't see any escape. The less power you have over the circumstances of your everyday existence, the heavier the stress load.

It may be obvious that what complicates a woman's stress is work. Men who are stretched thin at their work places often go home to relax. Women, on the other hand, go home and keep on working. In spite of the increasing number of women with careers and jobs, traditional roles in their homes still take precedence for many women. They can expect to be in charge of everything from childcare to laundry, food preparation, social calendars, and runny noses. Delegating these duties to others in their household helps, but in the long run most women are still in charge. Given this situation, their minds as well as their bodies work overtime. When they become angry about too much to do in too little time with too little help, the anger only adds to their overstressed physical condition. Even women who sense their own need to slow down are programmed toward over-commitment because they feel guilty about not being able to be everything to everyone in their lives. Time spent alone or nurturing their own mental and physical well-being might be construed as selfish, so they push even harder on all fronts – home, work and social.

Tips for Changing Your Behavior

1. Allow yourself regular leisure time
2. Set goals for yourself
3. Insist on help with regular chores
4. Don't combine too many activities
5. Stop running to answer every request
6. Learn how to say no
7. Breathe deeply
8. Practice progressive relaxation techniques
9. Listen to your body

Article taken from the American Medical Women's Association - Women's Complete Healthbook



Our slip is showing!
The article, "A Women's Freedom"
in our Fall/Winter edition –
Qatar was not mentioned as
having the right to vote in 1998

Thank You!

We are pleased to announce that our 4th Annual Governor's Economic Summit for Working Women's Luncheon on April 26th is being sponsored by the **Division of Workforce Development**. We would like to take this opportunity to thank the Division of Workforce Development for their generous help with our conference.

Check out these useful websites . . .

www.mo-bis.org

Missouri Business Information Source

www.nafe.com

National Association for Female Executives

www.momsrefuge.com

Working Moms' Internet Refuge

*The Missouri Women's Council
announces these outstanding women:*

The 2001 Award of Distinction
winner is

Dr. Blanche Touhill

Chancellor,
University of Missouri - St. Louis
and

**The 2001 Rose Kemp Public
Service Award**
winner is

**The Honorable
Vicky Riback Wilson**
State Representative

Our website has a new look!
Check us out at
www.womenscouncil.org

2001 Legislative Watch List

The following bills are currently in review by the House and the Senate. Complete text for each of the following is available online at www.state.mo.us.

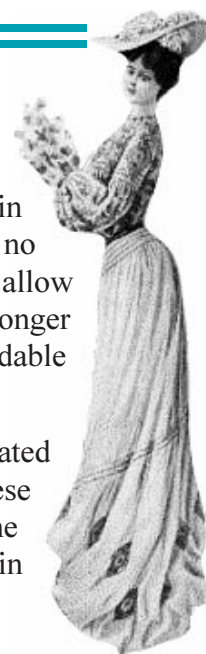


| Bill | Description | Sponsor |
|-------|---|---|
| HB29 | Provides bonuses for teachers who either receive national certification or act as mentors in approved teacher mentoring programs | Wilson, Yvonne Boykins, Amber (Co-Sponsor) |
| HB43 | Creates the crime of leaving a child unattended in a motor vehicle. | Bonner, Dennis |
| HB50 | Revises the requirements for promotion of elementary pupils based on reading ability; requires schools to give additional reading instructions to certain students | Relford, Randall |
| HB72 | Increases the pharmaceutical income tax credit from two hundred dollars to five hundred dollars and decreases the number of persons eligible to claim the credit | Scheve, May |
| HB88 | Prohibits health insurance companies from requiring a woman to go through a primary care physician for access to an obstetrician or gynecologist | Barry, Joan |
| HB279 | Expands the newborn screening requirements to include more treatable and manageable disorders. | Shoemyer, Wes Copenhaver, Nancy (Co-Sponsor) |
| HB285 | Requires the Department of Health to designate centers of excellence in women's health | Wilson, Vicky Riback |
| HB405 | Increases the state income tax deduction for dependents from twelve hundred dollars to two thousand dollars | Kelley, Pat |
| SB10 | This act includes divorce orders dividing pensions in the exception to the 10 year limitation, and applies the exception retroactively to judgments presumed paid as of 8/31/82 as to divorce orders regarding child support, maintenance . . . | Caskey, Harold |
| SB22 | Expands the current prescription drug tax credit for the elderly | Singleton, Marvin |
| SB44 | Expedites the adoption of foster children by waiving or shortening certain waiting periods | Bentley, Roseann |
| SB66 | Protects a parent from liability for relinquishing custody of a newborn to a medical facility | Gibbons, Michael |
| SB83 | Increases parental/guardian liability for certain acts of children and minors | Singleton, Marvin |
| SB135 | Creates the Uniform Child Custody Jurisdiction and Enforcement Act | Wiggins, Harry |
| SB146 | Establishes Pilot Program of Urban Early Compulsory School Attendance | Bland, Mary |
| SB153 | School districts may create after-school and summer educational programs for at-risk youth | Bland, Mary |
| SB200 | Creates women offender program in the Department of Corrections | Sims, Betty |
| SB205 | Establishes tax credits for persons, including employers, paying for or providing child care | Bland, Mary |
| SB240 | Creates the family and community investment trust to strengthen community support for families | Stoll, Steve |
| SB318 | Expands Medicaid eligibility to one hundred percent of the federal poverty level | Sims, Betty |
| SB453 | Tax credits for employees who provide paid maternity leave | Dougherty, Pat |
| SB448 | Medicare for cervical and breast cancer poverty patients | Sims, Betty |
| SJR7 | Ratifies the United States Equal Rights Amendment | Bland, Mary |

The Status of Women in Missouri: Highlights

Missouri reflects both the advances and limited progress achieved by women in the United States. Women in Missouri and the United States as a whole are seeing important changes in their lives and in their access to political, economic, and social rights. However, they by no means enjoy equality with men, and they still lack many of the legal guarantees that would allow them to achieve that equality. Women in Missouri and the nation would benefit from stronger enforcement of equal opportunity laws, better political representation, adequate and affordable childcare, and other policies that would help improve their status.

The rankings and grades for each of the composite indices in the chart below were calculated by combining data on several indicators of women's status in each of the five areas. These data were used to compare women in Missouri with women in each of the 50 states and the District of Columbia. In addition, they were used to evaluate women's status in Missouri in comparison with women's ideal status, as reflected in the state's grades.



How Missouri Ranks on Key Indicators

| <u>Indicators</u> | <u>National Rank*</u> | <u>Regional Rank*</u> | <u>Grade</u> |
|---|-----------------------|-----------------------|--------------|
| Composite Political Participation Index | 10 | 2 | C+ |
| Women's Voter Registration, 1992 - 96 | 7 | 4 | |
| Women's Voter Turnout, 1992 - 96 | 12 | 6 | |
| Women in Elected Office Composite Index, 2000 | 21 | 3 | |
| Women's Institutional Resources, 2000 | 1 | 1 | |
| Composite Employment and Earnings Index | 11 | 2 | B- |
| Women's Median Annual Earnings, 1997 | 21 | 2 | |
| Ratio of Women to Men's Earnings, 1997 | 11 | 2 | |
| Women's Labor Force Participation, 1998 | 20 | 7 | |
| Women in Managerial and Professional Occupations, 1998 | 8 | 2 | |
| Composite Economic Autonomy Index | 30 | 5 | C |
| Percent with Health Insurance Among Non-Elderly Women, 1997 | 17 | 5 | |
| Educational Attainment: % of Women with Four or More Years of College, 1990 | 35 | 6 | |
| Women's Business Ownership, 1992 | 25 | 5 | |
| Percent of Women Above the Poverty Level, 1997 | 17 | 3 | |
| Composite Health and Well-being Index | 35 | 7 | C- |

*The national rankings are of a possible 51, referring to the 50 states and the District of Columbia, except for the Political Participation indicators, which do not include the District of Columbia. The regional rankings are of a maximum of seven and refer to the states in the West North Central Region (IA, KS, MN, MO, NE, ND, SD).

Calculated by the Institute for Women's Policy Research (Washington, D.C.)

Political Participation: The political participation composite index combines four aspects of women's political status: voter registration, voter turnout, representation in elected office, and women's institutional resources.

Employment and Earnings: The employment and earnings composite index combines four indicators of women's economic status: women's earnings, the wage gap, women's representation in managerial and professional jobs, and women's participation in the labor force.

Economic Autonomy: The economic autonomy composite index combines four indicators of women's ability to exercise control over their economic lives: health insurance, college education, business ownership, and poverty rates.

Reproductive Rights: The reproductive rights composite index incorporates the state's scores on nine component indicators.

Health and Well-being: The health and well-being composite index includes each state's scores on nine indicators of women's health status.

The Missouri Women's Council and The American Council on Education Network Host Luncheon

The Missouri Women's Council, along with the American Council on Education Network (ACENET) hosted a luncheon on January 29, 2001 to discuss the barriers that women face in higher education. In attendance at this luncheon were the women presidents and top administrators of universities and colleges throughout Missouri, women State Legislators, and members of the Missouri Women's Council.

Dr. Gladys Brown, Acting Director of the Office of Women and Higher Education, American Council on Education out of Washington, D.C. spoke during the luncheon. She highlighted some of the issues, both from her personal experience and through statistical analysis, facing women in top executive positions in the university setting. She indicated that women attaining top level positions typically take extremely different paths to achieve success than men – women traveling through paths based in the area of Humanities, while men typically travel through the areas of Science and Business.

The Missouri Women's Council:

Back row left to right: Carolyn Landry, Jackie McKinsey, Audrey Robinson Jones, The Honorable Marsha Campbell, Denise Osment, Terri Gray, Linda Arnold, Susan Solovic, Gale Kessler.

Front row left to right: The Honorable Mary Bland, Jane Klieve (Acting Chair), The Honorable Cindy Ostmann, Phyllis Baker.

Not Pictured: The Honorable Betty Sims and Susan Else.

New Staff



The Missouri Women's Council is pleased to announce our new Research/Planner – **Pamela O'Neal**. Pamela has an extensive background as a technical analyst/writer, graphic designer, marketing/researcher, and business manager. She is the mother of twenty month old Anya. When she's not chasing after Anya, Pamela's hobbies include cooking, gardening, and writing her first novel.

Completing our new Staff is **Melissa Brown**, Administrative Assistant. Melissa has an excellent background in newspaper work and is the new Editor for our newsletter! In addition, she is married to Rusty and is the mother of seventeen month old Makayla. On her off-hours, Melissa is an avid fan of mystery novels.



Women of Missouri continued . . .

In posterity, we may agree that as mechanical devices and technology lifted the physical burden of some occupations, other jobs, because of their make-up, required women to take on hard physical tasks to enter new fields of work.

This exhibit will cull information and artifacts from many geographic areas in Missouri. If you know of an exceptional woman who broke barriers in our history and have her story and a photograph or artifact, please contact us at (573) 751-0810, or email us at wcouncil@mail.state.mo.us. Due to space limitations, we will not be able to incorporate every suggestion into our display. However, we do appreciate each and every exceptional woman you bring to our attention!

ATTENTION:

Minority and Women Business Owners (MBE's/WBE's)

In order to gain a state contract and provide specific commodities and/or services to the State of Missouri, and in order to be recognized as an MBE/WBE, your firm must be state certified as an MBE/WBE.

The basic requirement for MBE/WBE certification is that the business must be at least 51% owned and controlled by minorities or women.

To learn more about certification and contracts in the State of Missouri, contact:

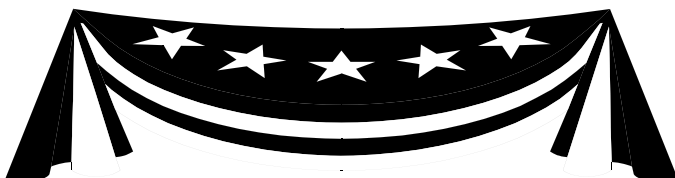
MBE/WBE Purchasing Program
301 West High Street
Post Office Box 809
Jefferson City, Missouri 65102-0809

Phone: (573) 526-1529

Toll-free (800) 592-6019

Email: weeklp@mail.oa.state.mo.us

Website: www.oa.state.mo.us/purch



In Memoriam

The Honorable Mel Carnahan
Missouri's 51st Governor
1992-2000

Friends of the Missouri Women's Council

THANK YOU!!

We would like to express our appreciation to our many Friends of the Missouri Women's Council who responded to our request for donations since July 1, 2000. Also to those of you who did not make the deadline of our newsletter, thank you. Your gift will help us expand the number of women we help with our information, publications and programs.

Silver Sponsor

Missouri American
Water Company

Corporate Sponsor

The Dial Corporation
George and Vicki Hubbell, Women's
Health Associates, Osage Beach

Donor

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| Susan Else | Debra Peppers |
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| Evangeline Gibbs | Nevette Tyus-Middleton |
| Terri Gray | Vivian Waters |
| Minnie Huston | Dr. Nancy Wegge |
| Donna Jordon | Honorable Vicky Riback Wilson |
| Honorable Sandra Kauffman | Karen Zarky |
| Gale Kessler | |

You, Too, Can Become a Friend of the Missouri Women's Council

Become a Friend of the Missouri Women's Council and help continue the journey toward economic opportunity, family stability and civic progress for the women of Missouri. Support can come at many different levels:

Donor – \$50
Small Business – \$100
Corporate – \$500
Bronze – \$1,000
Silver – \$1,500 - \$5,000
Platinum – \$10,000
Senior – \$20
Student – \$15

To become a Friend of the Missouri Women's Council, contact us today! Your donations are tax deductible per the law!

The Missouri Women's Council

P.O. Box 1684
421 East Dunklin Street
Jefferson City, Missouri 65102
Phone: (573) 751-0810
Toll-free in MO: (877) 426-9284
Fax: (573) 751-8835
Email: wcouncil@mail.state.mo.us
Website: www.womenscouncil.org

Council Members

Jane Klieve, Acting Chair, St. Louis
Linda Arnold, Columbia
Phyllis Baker, Poplar Bluff
The Honorable Mary Bland, Kansas City
The Honorable Marsha Campbell, Kansas City
Susan Else, Independence
Terri Gray, Columbia
Audrey Jones, St. Louis
Carolyn Landry, St. Charles
Jackie McKinsey, Springfield
Denise Osment, Osage Beach
The Honorable Cindy Ostmann, St. Peters
The Honorable Betty Sims, St. Louis
Susan Solovic, St. Louis City

Staff

Gale Kessler, Executive Director
Pamela O'Neal, Research/Planner
Melissa Brown, Administrative Assistant

*Missouri's prosperity grows as
women become stronger economic,
civic and family leaders.*

Women's Council Resources

Quarterly newsletter
Business Resource Directory Update
Facts Sheets –
Women and Retirement
Women in Public Life
Women-Owned Businesses
The Wage Gap
Domestic Violence
Missouri One-Stop Career Centers
Women in Technology
Useful Hotline Numbers Wallet Card
Self-Sufficiency Standards Study

These resources may be obtained by contacting
the Missouri Women's Council.

DOES UNCLE SAM OWE YOU?

It's tax season again. And, believe it or not, that could mean good news – and extra cash for you. If you qualify for any of the following tax credits, you may get money back from the IRS – regardless of whether you owe money, expect a refund or don't owe any taxes for 2000.

Earned Income Credit

The Earned Income Credit (EIC) is a tax credit for full- or part-time workers who earn below a certain income level. If you qualify, you'll owe less in taxes and may even get cash back. You are eligible for the EIC if you:

- had one child living at home for at least half of the year and earned less than \$27,413 in adjusted gross income for 2000, OR
- had more than one child living with you for at least half of the year and earned less than \$31,152, OR
- did not have any "qualifying" children but earned less than \$10,380.

To receive this credit, you must file a federal tax return. If you are claiming a "qualifying child," you must file the 1040 or 1040A form and the Schedule EIC form.

Child Tax Credit

In 1997 Congress passed a Child Tax Credit for taxpayers raising dependent children. This credit is worth up to \$500 per dependent child under age 17 in 2000. (Claiming this credit does not reduce benefits from the EIC.) Single parents with incomes up to \$75,000 and married parents with incomes up to

\$110,000 can claim up to \$500 per child. The credit amount decreases for incomes above these levels. Unlike the EIC, if you do not owe any taxes on your income, generally, you will not be able to receive the Child Tax Credit. There may be exceptions for certain families with three or more children.

Child & Adult Dependent Care Credit

Another important tax credit is the Child and Dependent Care Credit. The credit is a percentage, based on your adjusted gross income, of the amount of work-related child and dependent care expenses you paid to a care provider. You may use up to \$2,400 of the expenses paid in a year for one qualifying individual, or \$4,800 for two or more qualifying individuals. Claiming this credit does not reduce benefits from the EIC. Twenty-eight states also have a State Child and Dependent Care credit. To find out if this is available in your state, contact your state Department of Revenue.

Free Help in Preparing Your Tax Return

Low-income workers or anyone qualifying for the EIC can get FREE tax preparation assistance through an IRS-sponsored program called Volunteer Income Tax Assistance (VITA). To find the VITA site near you, call the IRS toll-free at 1-800-TAX-1040. If you still have questions or need forms, contact the IRS on the Internet at <http://www.irs.gov> or call them toll-free at 1-800-TAX-1040. Most forms are also available at post offices and libraries.

Source: Women Work The National Network For Women's Employment



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